

Standing Committee
May 15, 2024

USC: Terra Gorley, Keith Sloderbeck, Todd Austin, Mike Keyser, Bill Dombrowsky, Mark Nicholson, Jennifer Byrum(notes)

MSC: Alicia Lane, Heather Bogle, Joe Ciullo

Company Agenda:

- Joe Ciullo gave update on Wauna Mill Crisis Management Plan. See the plan that is attached. New changes are that the mill will have everyone sign up for the Everbridge program and if you don't want the alerts, you can opt out. Standing committee feels that this shouldn't be forced and should only have people who want to have it get it. There are about 200 people in the mill that have it. Mike Keyser asked if we could table it to force people and try to do a campaign to see if we can get people to sign up.
- Joe also brought up the Safety Point System/Token System and you can redeem them virtually on a site like amazon. They want to start out small and want it to be fair. He talked about this being a team effort and having WSC help. Next WSC working day they are going to discuss putting the nuts and bolts of the program together. Get it to the business leaders then out to Standing Committee by the next meeting and want to try and implement in July.
- Scott R wanted Heather to bring up a new schedule that they want to start trying ion TT3. He will reach out with more info, see attached schedule.
- Changes coming to Oregon Paid Leave, on July 1st. Rules are not final yet and Heather will update us when things are clear.
- Angie Gorley is taking a salary job-Stores will now have 2 records jobs and not a Warehouse Lead position anymore.

Union Agenda:

- No Notifications of employees not coming back to work to departments. Union is getting tired of fixing the schedule mess ups. We are asking that the Departments get notified when people quit, call in or out on FMLA to make sure people are getting scheduled to cover these positions. Need to have a better way to make sure departments are notified.
- Labor Pool can be utilized until a bid is closed. They can be used anywhere even when the bid is still open. Heather will look into this
- Does the Company record teams meetings? Heather said that they tell people at the beginning of teams meetings if its being recorded. We had an issue of a meeting that was being recorded that people weren't aware of.
- Proposals need to be in email/electronic form to the standing committee. Heather said she will make a group email to include everyone
- Scheduling 16 hour shifts-Heather said she talked to Jessica and she said they did schedule people in 4 early for blow down to work 16 hours. Heather said they are coming in 2 hours early for blow down now not 4. We are concerned that it's a big safety issue doing this when employees on shift are working several days in a row and putting a 16 hours shift in the middle. We should not be scheduling 16 hours shifts at all. Union is asking that we put a notice that we discourage scheduling 16 hour shifts because of safety issues. Heather will take back to the team. We brought up the extra board again to have people sign up who want to work.
- Attendance Jackets-Owen said in last weeks alignment meeting that they are going to kick off that when he gets back from vacation. We asked that we include

everyone from Dec 31, 2020, when it stopped so from January 1, 2021 we retro back. Heather said when he gets back from vacation she will talk to him and get back to us.

- Update seniority lists for departments. Heather said they are working on this and are putting together a by crew list. She just started pulling the list this week and Alicia Lane said she will work on this
- Wrong rate for Tug advertising-Should be \$51.25, Heather will look into update.
- Maintenance bid posting-Welding Inspector, Crane proposal and Machinist. Mike K said Rob Smith was supposed to get a proposal to HR about Welding Inspector bid. Heather said they haven't heard anything yet. We still haven't gotten a job description or proposal for the Crane rate of pay from Chris Lundquist. We are also asking why the job qualifications changed on the machinist job bid/CNC language on big says you have to be qualified on this and should be something extra not required.
- Dave Davis-saying he is frustrated because he is being told to sign paperwork that is wrong on his date of service, please have Dave call Heather, she is trying to help not Mary Scafidi. Terra asked if there is a deadline on when he has to sign paperwork? Heather said yes but don't know the date. Heather said he hasn't seen any new paperwork.
- Clarification on return to work drug testing? Heather said she will send out an update on the email that went out today because we brought up that the return to work policy is wrong because it changed on the framework.
- Clarification on Insurance Premiums-In my HR the rates are less than what we are actually paying. Pg 2 on SPD if this is correct, then the company owes employees money.
 - Gold EE only \$116.00 a month on SPD, we actually pay \$127.00 per month.
- Napkins scheduling-It has come up from napkins that scheduling is all over the map again. Heather will look into this.

Follow up:

- List of all jobs that are temp. (Jirza)
 - Heather has no idea on the list.
- Update on Woodyard Resource Pool
 - Jirza is working with Phil on this.
- Update of VSW's pay per department.
 - Heather said they are only looking at maintenance positions right now. HR has seen a VSW for the electrical team and pulled in maintenance.
- Solution for Child Support Notifications
 - Heather said they get a document in the mill, and they send it to KOCH. The process is taking a long time, and things are getting messed up because they aren't getting processed right away. Heather said they are working on this.
- Update of Contractor Notice
 - Anytime they do a job in the mill we should be notified. Also, the one on SharePoint doesn't have everyone on it either.
- Update on Oregon Sick Leave
 - Talked about in Company Agenda
- Brian was going to update us on TRAX not being used for discipline.

- Joe C said he will bring this up on his 1 on 1 next week.
- Updates on Dale Cathcart on walking people out policy
 - Dale is going to be the front runner if it's a security issue, but supervisors will escort people out of the mill. Hourly people will not be involved, Dale is working on a policy.
- Black Out date changes update
 - Heather said she will send out a communication next week to the affected departments.
- Shift Coaches RRE's
 - Scott Ruhland was supposed to update us.
- Bill Krtzon
 - Heather said he needs to appeal what he doesn't agree with

Grievances:

24-03:

USC: Converting RO3-Scheduler has scheduled people incorrectly. They are scheduling outside the classification when people are available.


MSC: Company Hold Timely

24-05:

USC: George L is still working a temp job for over 6 months; our ask is we need to bid the job because it's been over 6 months at no lower than back tender wage rate and put him back in the ladder.

MSC: Company Hold Timely. Heather will put a stop to it.

Meeting Adjourned.


For the Union


for the Company